DEPARTMENT OF NATIONAL DEFENCE
CANADA

DIRECTOR GENERAL MILITARY PERSONNEL
DIRECTORATE OF PERSONNEL POLICY
&
OPERATIONAL RESEARCH DIVISION
PERSONNEL OPERATIONAL RESEARCH TEAM

RESEARCH NOTE 9702

FEMALE ENROLMENT IN THE REGULAR FORCE OF THE CANADIAN FORCES (1989 - 1996)

by

L. Tanner

JUNE 1997

OTTAWA, ONTARIO

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OTTAWA, ONTARIO JUNE 1997

ABSTRACT

This research note provides a brief synopsis of the trends in Regular Force enrolment since 1989, when a Canadian Human Rights Tribunal ordered the Canadian Forces (CF) to remove all restrictions on the employment of women. Downsizing efforts since the early 1990's have had a significant impact on the enrolment patterns for women as well as men, both on the numbers enrolled and the type of occupations open for recruitment. Since the only way to increase the total number of women in the Regular Force is through recruitment, trends in enrolment should be monitored closely. This work will be used as part of a more comprehensive gender analysis of the CF recruitment system.

RÉSUMÉ

Cette note de recherche a pour objet de fournir un bref exposé des tendances relatives à l'enrôlement dans la Force régulière depuis que le Tribunal canadien des droits de la personne en 1989 a ordonné aux Forces canadiennes (FC) de lever toutes les restrictions concernant l'emploi des femmes. Les efforts de réduction des effectifs depuis le début des années 90 ont eu un impact important sur les modèles d'enrôlement des femmes et des hommes pour ce qui est du nombre de personnes enrollées et pour ce qui est des groupes professionnelles militaires (GPM) ouverts au recrutement. Puisque le recrutement est la seule manière d'augmenter le nombre total de femmes dans la Force régulière, les tendances quant à l'enrôlement devront être contrôlées de très près. Ce travail fera partie de l'analyse globale du système de recrutement des FC pour ce qui est des genres.

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FEMALE ENROLMENT
INTO THE REGULAR FORCE OF THE CANADIAN FORCES
(1989 - 1996)

INTRODUCTION

1. The downsizing of the Canadian Forces (CF) since the early 1990's has dramatically changed the enrolment patterns for both women and men. Despite the removal of restrictions on the employment of women in the CF as ordered by the Canadian Human Rights Tribunal in 1989, many military occupations (MOCs) have been closed for recruitment as part of the CF's downsizing efforts. This paper is a synopsis of enrolment into the Regular Force since 1989, with the purpose of providing a gender analysis of the historical trends. This work will be used as part of a more comprehensive gender analysis of the CF recruitment system.

METHODOLOGY

2. The data used to analyze the historical trends in Regular Force enrolment were extracted from the Military Personnel Information System (MPIS) database. The extractions were based on the calendar year for commonality with other analyses conducted on gender integration in the CF (Reference 1). To gain a historical perspective, data were collected for the past eight years since the Canadian Human Rights Tribunal decision, broken down by gender and MOC upon enrolment. This analysis concentrates on the Regular Force exclusively and does not include enrolment into the Reserve component of the CF. Component transfers from the Primary Reserve into the Regular Force are included in the numbers enrolled, but can not be specifically identified as such.

OVERVIEW

3. As shown in Figure 1 and summarized in Table I, the numbers of both men and women enrolled in the Regular Force have dropped dramatically since 1989. Enrolment hit

its lowest point in 1992, falling to a level 88% below that in 1989. The enrolment of men has since recovered slightly, but the enrolment of women remains low, as recruitment since 1992 has been concentrated in the operational MOCs. Consequently, the female share of enrolment dropped from a high of 16.6% in 1989 to a low of 6.8% in 1994. (Female share of enrolment is defined as the percentage of total enrolment in a given year which are women.) With more types of MOCs now open for recruitment and more women enrolling in the operational MOCs, the female share of enrolment has rebounded to over 10% since 1995.

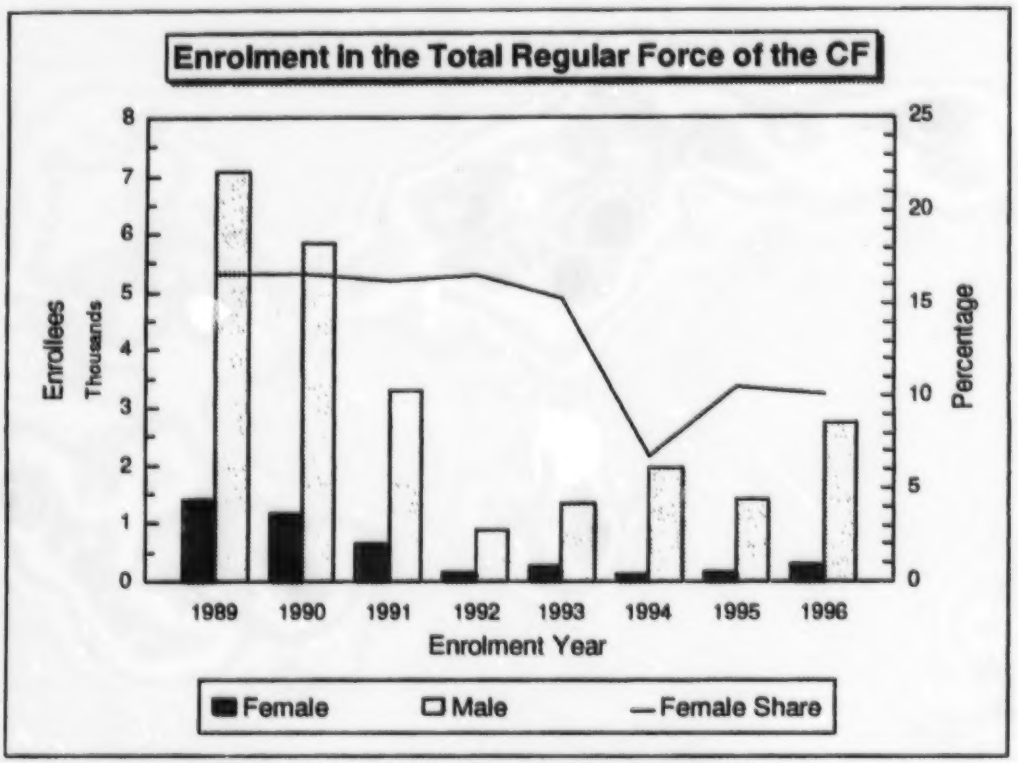


Figure 1: Total Enrolment in the Regular Force

Table I: Changes in Total Regular Force Enrolment

	1989	1996	% CHANGE
FEMALE	1,408	306	- 78.3%
MALE	7,078	2,729	- 61.4%
TOTAL	8,486	3,035	- 64.2%
FEMALE SHARE	16.6%	10.1%	

OFFICER COMPONENT

4. **Background** Although most Regular Force officer MOCs were open for recruitment between 1989 and 1993, the total number of open MOCs has decreased dramatically in the last three years. Whereas all but five officer MOCs (86%) were available for general recruitment in 1989, only half were available in 1996. In an examination of the type of officer MOC open for recruitment, it can be seen from Table II that almost all of the Operational MOCs have remained open, whereas most Support MOCs have been closed. (A list of Regular Force occupations in the four types of officer MOC groups used in this analysis is found in Annex A of this report.)

Table II: Number of Regular Force Officer MOCs Open for Recruitment

	1989	1996
OPERATIONAL	8/8	6/8
ENGINEERING	5/5	5/7
MEDICAL/DENTAL	7/9	4/9
SUPPORT	10/13	4/13
TOTAL	30/35	19/37

5. **Total Officer Population** As shown in Figure 2 and summarized in Table III, Regular Force officer enrolment has decreased substantially over the last eight years, to a level 75% below that in 1989. This trend is seen for both women and men. However the decrease in the number of officer enrollees has not been quite as large for women, resulting in an increase in the female share of officer enrolment, from 17.1% in 1989 to 22.9% in 1996. This is encouraging as the CF is trying to increase its female representation, currently at 11.3% for officers (Reference 1). As long as attrition is not significantly higher for women, female representation will increase if the female share of enrolment is greater than current female representation levels.

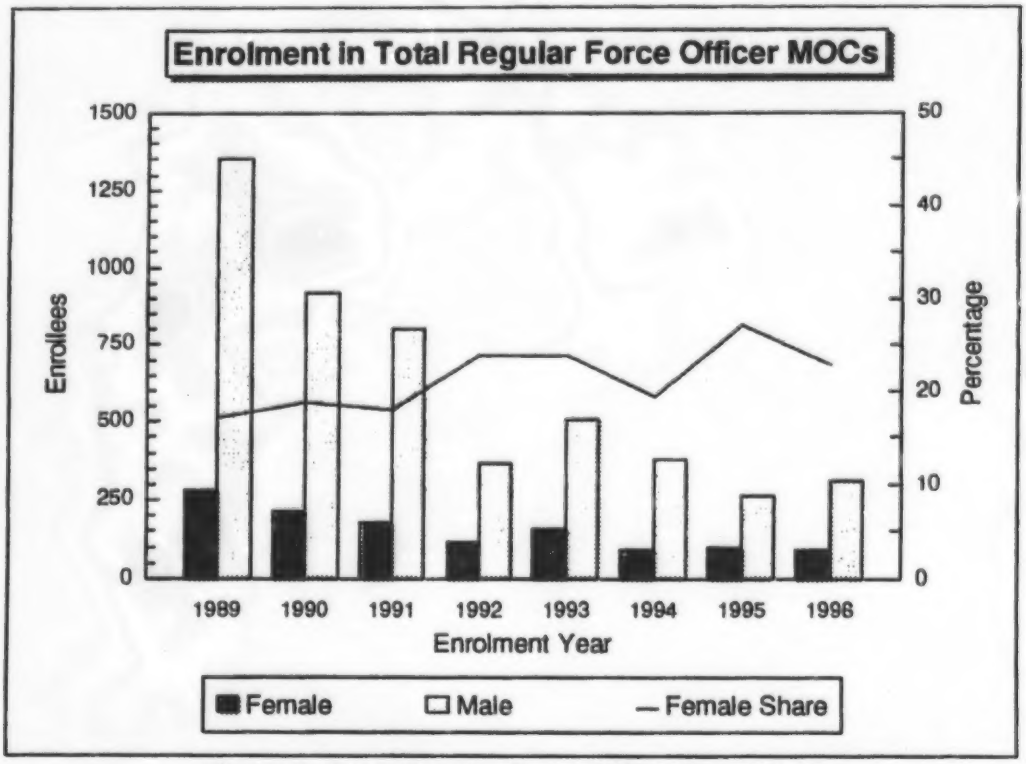


Figure 2: Total Regular Force Officer Enrolment

Table III: Summary of Regular Force Officer Enrolment

	1989	1996	% CHANGE
FEMALE	279	93	- 66.7%
MALE	1,350	313	- 76.8%
TOTAL	1,629	406	- 75.1%
FEMALE SHARE	17.1%	22.9%	

6. **Officer MOC Groups**. As shown in Figure 3 and summarized in Table IV, officer enrolment in all Regular Force MOC groups has decreased substantially since 1989. The Support MOC group has experienced the largest decrease in its total number of officer enrollees (94.1%), while the Engineering MOC group has seen the smallest decrease (70.9%). The Operational MOC group has traditionally accounted for the largest number of enrollees.

7. With the exception of the Support MOC group, the decrease in the number of officer enrollees has not been of the same magnitude for women as it has been for men, creating increases in the female share of enrolment in all but that MOC group. The numbers being enrolled in the Support MOC group have been so small in recent years that there has been a great deal of fluctuation in the female share of enrolment. It should be noted that, not surprisingly, the female share of enrolment is higher in the more traditional type of MOC groups, i.e. the Medical/Dental and Support groups. However, the increases in the female share of enrolment in the Operational and Engineering MOC groups are encouraging as the CF wants to increase female representation in the more non-traditional types of occupations. The female share of enrolment in these MOC groups is currently well above female representation levels, so female representation should increase. (A table highlighting the changes in the female share of enrolment and female representation levels in each of the individual officer MOCs is contained in Annex B.)

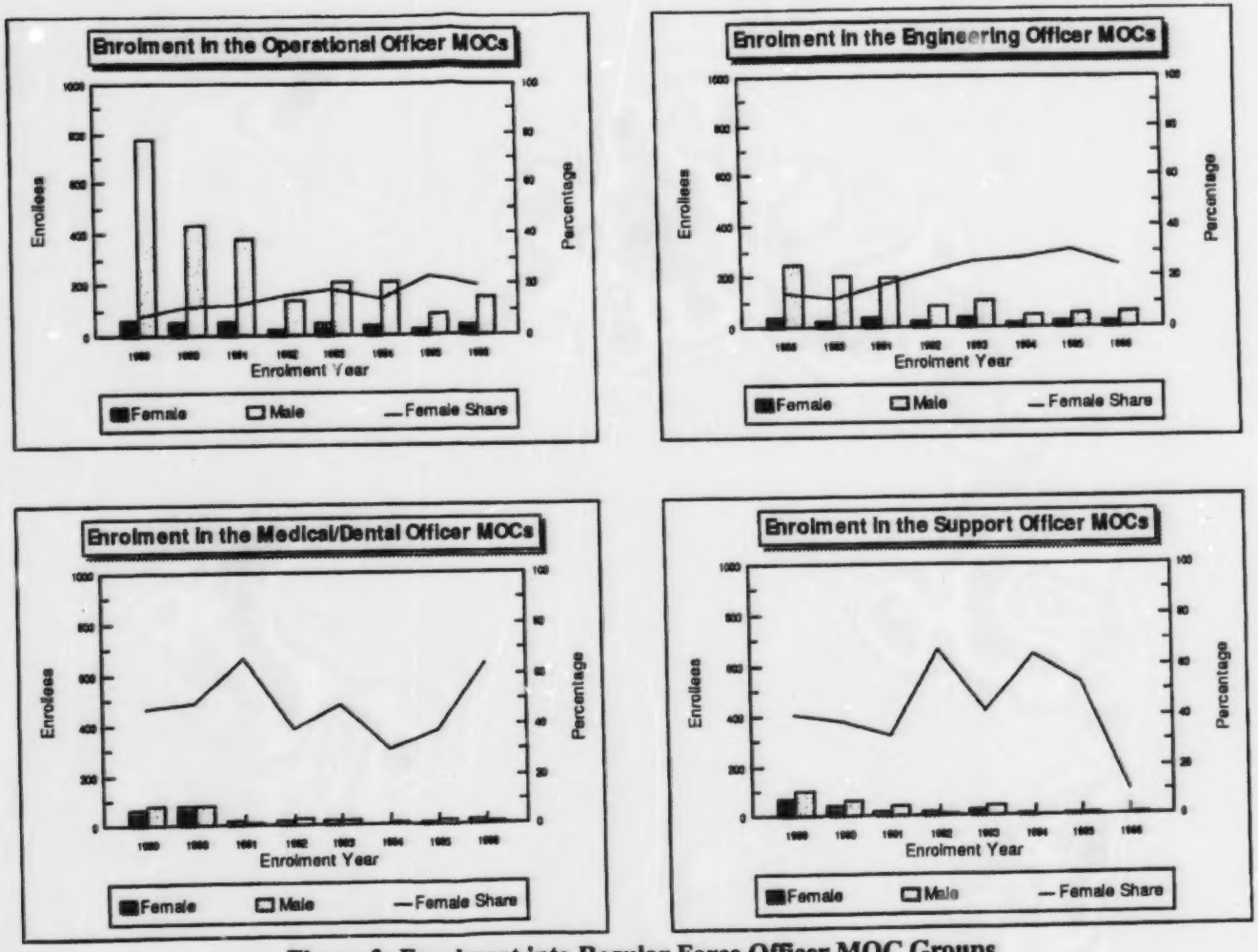


Figure 3: Enrolment into Regular Force Officer MOC Groups

Table IV: Summary of Regular Force Officer Enrolment by MOC Group

MOC GROUP	GENDER	1989	1996	% CHANGE
OPERATIONAL	FEMALE	61	37	- 39.3%
	MALE	776	150	- 80.7%
	TOTAL	837	187	- 77.7%
	FEMALE SHARE	7.3%	19.8%	
ENGINEERING	FEMALE	37	20	- 46.0%
	MALE	245	62	- 74.7%
	TOTAL	282	82	- 70.9%
	FEMALE SHARE	13.1%	24.4%	
MEDICAL/ DENTAL	FEMALE	65	18	- 72.3%
	MALE	74	10	- 86.5%
	TOTAL	139	28	- 79.9%
	FEMALE SHARE	46.8%	64.3%	
SUPPORT	FEMALE	68	1	- 98.5%
	MALE	100	9	- 91.0%
	TOTAL	168	10	- 94.1%
	FEMALE SHARE	40.5%	10.0%	

8. **Occupational Distribution** With the decrease in enrolment since 1989, it is also interesting to examine the impact on the occupational distribution of those being enrolled. As shown in Table V, the occupational distribution for male enrollees has shifted somewhat, with a larger proportion of men being enrolled into the Engineering MOC group and smaller proportions being enrolled into the Medical/Dental and Support MOC groups. The proportion of men being enrolled into the Operational MOC group still accounts for the largest proportion. On the other hand, the occupational distribution for female enrollees has shifted dramatically. The proportion of women being enrolled into the Operational MOC group has increased substantially over the period, now accounting for the largest proportion;

and the proportion being enrolled into the Engineering MOC group has also increased but to a somewhat lesser degree. In comparison, the proportion of women enrolled into the Support MOC group has fallen considerably, going from the largest proportion in 1989 to the smallest in 1996. It should be noted that these trends can be mostly attributed to the type of occupations which have been open for recruitment rather than a shift in the types of occupation that appeal to people.

Table V: Occupational Distribution for Regular Force Officer Enrolment

	FEMALE OFFICERS		MALE OFFICERS	
MOC GROUP	1989	1996	1989	1996
OPERATIONAL	26.4%	48.7%	64.9%	65.0%
ENGINEERING	16.0%	26.3%	20.5%	26.8%
MED/DENT	28.1%	23.7%	6.2%	4.3%
SUPPORT	29.5%	1.3%	8.4%	3.9%

9. **Monitored Officer MOCs** As part of the Canadian Human Rights Commission (CHRC) audit process regarding gender integration in the CF, selected officer MOCs have been monitored. The majority of these MOCs were to be part of the Combat Related Employment of Women (CREW) trials in the late 1980's because they had been previously closed to women. These trials were subsequently cancelled by the Canadian Human Rights Tribunal in 1989 when all MOCs and areas of employment, with the exception of submarine service, were opened to women. There were originally eight monitored Regular Force officer MOCs, six of which comprised the Operational MOC group and two of which were part of the Engineering MOC group. (The monitored MOCs are identified in Annex A.) One of these monitored MOCs, MILE (MOC 45), has recently been split into two separate MOCs, so for consistency in the analysis, both of these new MOCs will be considered "monitored".

10. As shown in Figure 4 and summarized in Table VI, the number of male officers being enrolled into monitored MOCs has decreased substantially since 1989, while the number of

female officers being enrolled in these MOCs has remained at a similar level as that observed in 1989. As a result, the female share of enrolment for the monitored officer MOCs has increased substantially, from 6.0% in 1989 to 20.3% in 1996. This will hopefully increase female representation in this MOC group, which has traditionally been low (less than 5%).

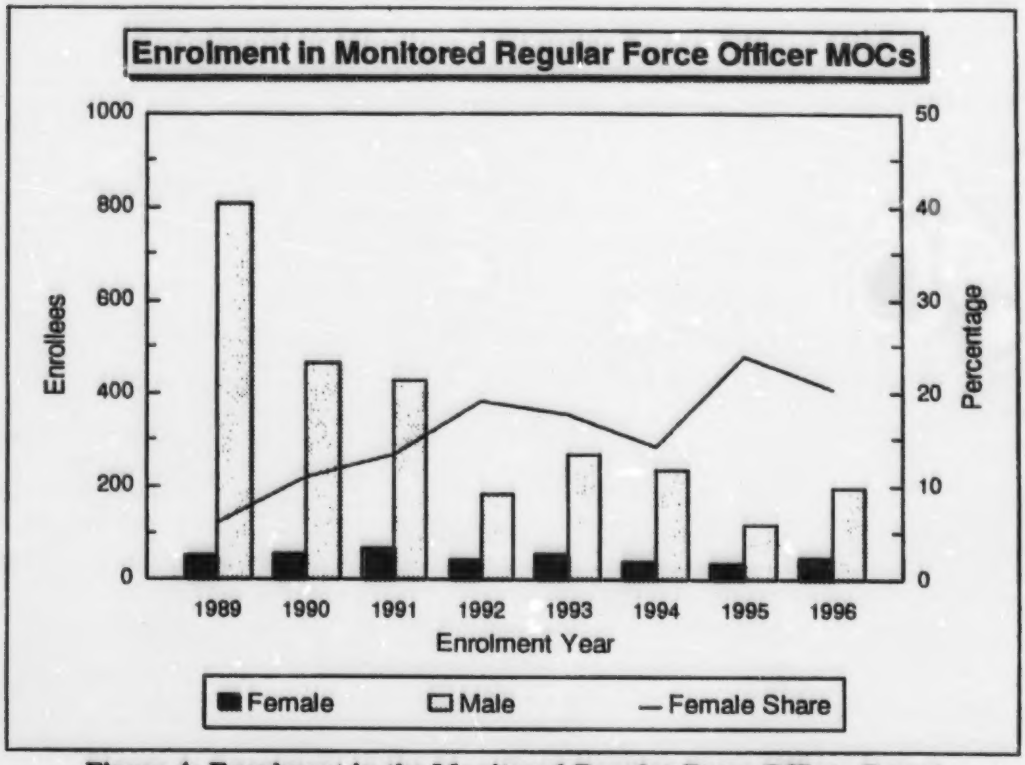


Figure 4: Enrolment in the Monitored Regular Force Officer Group

Table VI: Summary of Monitored Regular Force Officer Enrolment

	1989	1996	% CHANGE
FEMALE	52	50	- 3.9%
MALE	809	196	- 75.8%
TOTAL	861	246	- 71.4%
FEMALE SHARE	6.0%	20.3%	

NON-COMMISSIONED MEMBER (NCM) COMPONENT

11. **Background** In an examination of the type of Regular Force NCM MOCs available for recruitment (Table VII), it can be seen that all types of MOC groups, except the Combat Arms, have been affected by the reductions in recruitment. Although the majority of NCM MOCs were open for recruitment between 1989 and 1991, less than half were open between 1992 and 1995. It was not until 1996 that the number of open NCM MOCs increased again. During the period between 1992 and 1995, the Air Operational/Technical (AIR OPS/TECH), the Electrical and Mechanical Engineering (EME), the Military Engineering (MIL ENGR) and the Medical/Dental (MED/DENT) MOC groups were virtually closed. The other MOC groups also experienced decreases in recruitment, but not to the same degree. (A list of Regular Force occupations in the eight types of NCM MOC groups used in this analysis is found in Annex A of this report.)

Table VII: Number of Regular Force NCM MOCs Open for Recruitment

	1989	1996
COMBAT ARMS	5/5	5/5
SEA OPS/TECH	23/23	18/19
AIR OPS/TECH	15/21	12/23
EME	3/5	4/5
MIL ENGR	6/12	6/12
COMM	7/10	5/13
SUPPORT/LOG	11/13	10/13
MEDICAL /DENTAL	5/5	1/3
TOTAL	75/94	61/93

12. **Total NCM Population** As shown in Figure 5 and summarized in Table VIII, Regular Force NCM enrolment decreased substantially between 1989 and 1992 but has since recovered to a level 61.7% below that in 1989. This trend is seen for both women and men. However, the decrease in the number of NCM enrollees has been much greater for women. Less than one hundred women were enrolled each year between 1992 and 1995, causing the female share of NCM enrolment to plummet to 3.2% in 1994. The female share of enrolment has since increased to 8.1% in 1996, but the decline has had a serious impact on the female representation rate for NCMs. Female NCM representation in the Regular Force peaked in 1994 at 11.2% and has since decreased to 10.5% (Reference 1). With the female share of enrolment remaining below that of female representation, this trend will not be immediately reversed.

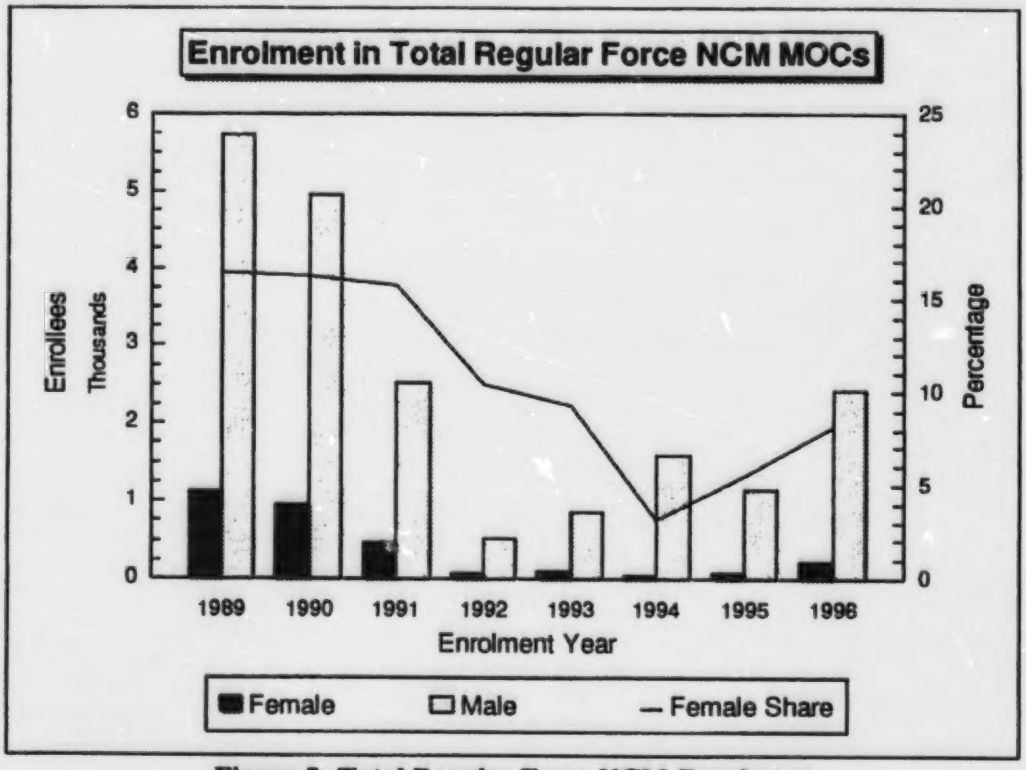


Figure 5: Total Regular Force NCM Enrolment

Table VIII: Summary of Total Regular Force NCM Enrolment

	1989	1996	% CHANGE
FEMALE	1,129	213	- 81.1%
MALE	5,728	2,416	- 57.8%
TOTAL	6,857	2,629	- 61.7%
FEMALE SHARE	16.5%	8.1%	

13. **NCM MOC Groups** As shown in Figure 6 and summarized in Table IX, enrolment in all of the Regular Force NCM MOC groups has decreased over the last eight years. The MED/DENT MOC group has experienced the largest decrease in its total number of NCM enrollees (97.0%), while the Sea Operational/Technical (SEA OPS/TECH) MOC group experienced the smallest percentage decrease (28.8%) between 1989 and 1996. For women the trend differs slightly, as the number of women enrolling into the SEA OPS/TECH MOC group was higher in 1996 than it was in 1989.

14. In the case of the SEA OPS/TECH, Communications (COMM), Support/Logistics (SUPPORT/LOG) and MED/DENT MOC groups, the female share of enrolment has generally been above the female representation levels so female representation has increased in those MOC groups (Reference 1). In the other MOC groups, the female share of enrolment has not been sufficiently high enough to substantially increase female representation. (A table highlighting the changes in the female share of enrolment and female representation levels in each of the individual NCM MOCs is contained in Annex B.)

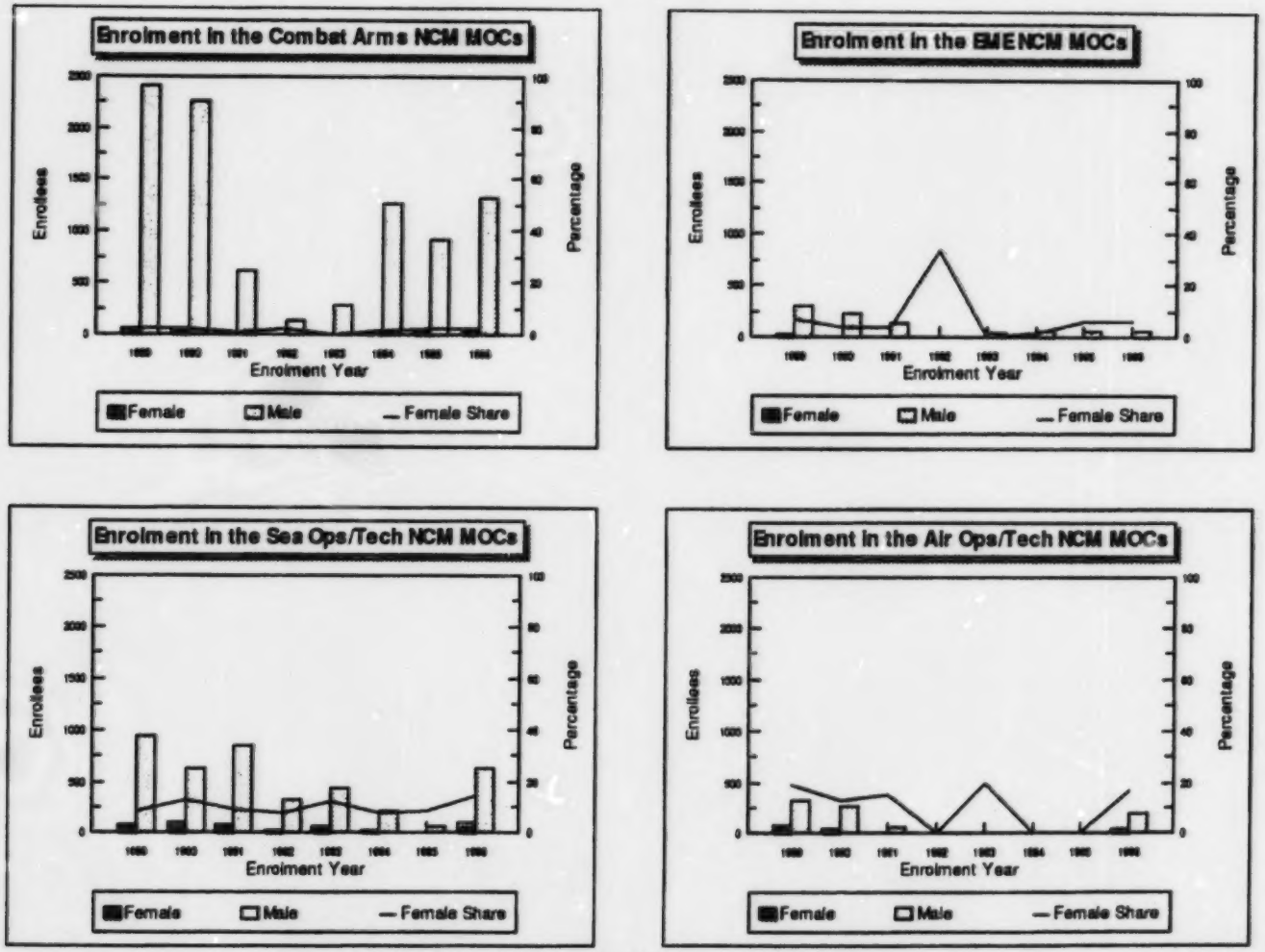
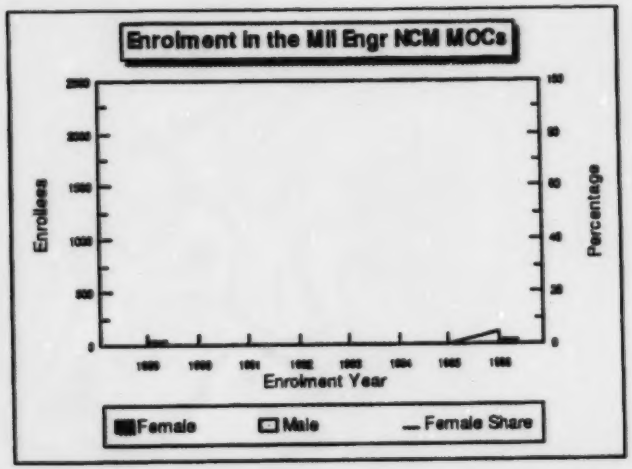
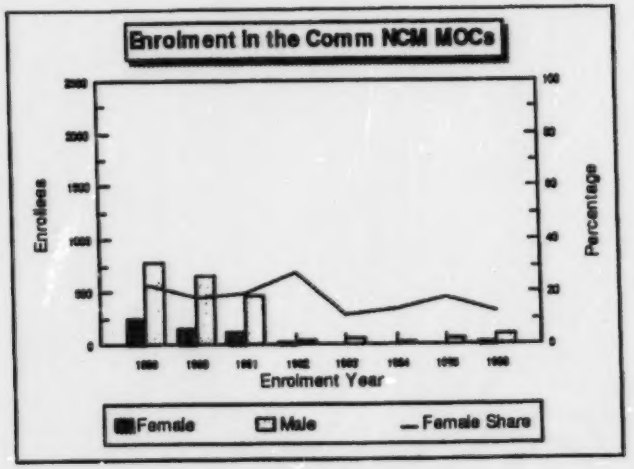
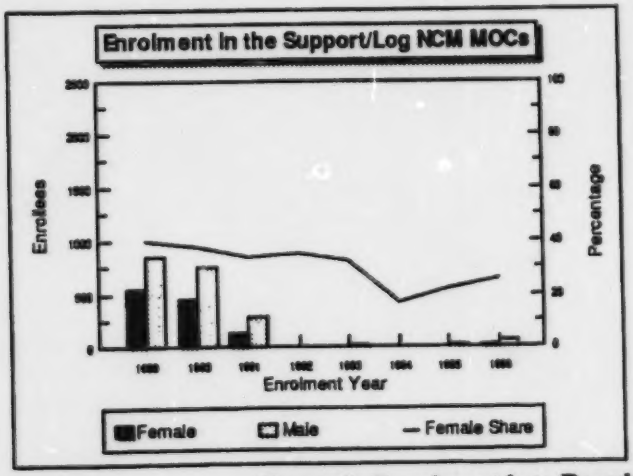


Figure 6: Enrolment into Regular Force NCM MOC Groups







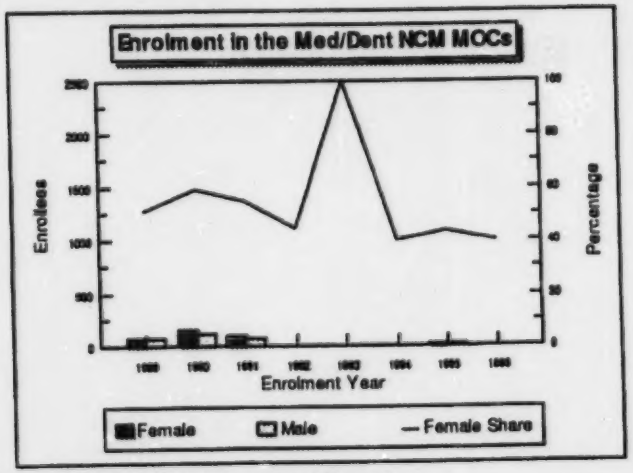


Figure 6: Enrolment into Regular Force NCM MOC Groups (Cont.)

Table IX: Summary of Regular Force NCM Enrolment by MOC Group

MOC GROUP	GENDER	1989	1996	% CHANGE
COMBAT ARMS	FEMALE	54	28	- 48.2%
	MALE	2,399	1,329	- 44.6%
	TOTAL	2,453	1,357	- 44.7%
	FEMALE SHARE	2.2%	2.1%	
SEA OPS/TECH	FEMALE	89	104	+ 16.9%
	MALE	942	630	- 33.1%
	TOTAL	1,031	734	- 28.8%
	FEMALE SHARE	8.6%	14.2%	
AIR OPS/TECH	FEMALE	78	37	- 52.6%
	MALE	330	185	- 43.9%
	TOTAL	408	222	- 45.6%
	FEMALE SHARE	19.1%	16.7%	
EME	FEMALE	22	4	- 81.8%
	MALE	305	64	- 79.0%
	TOTAL	327	68	- 79.2%
	FEMALE SHARE	6.7%	5.9%	
MIL ENGR	FEMALE	3	2	- 33.3%
	MALE	33	45	+ 36.4%
	TOTAL	36	47	+ 30.6%
	FEMALE SHARE	8.3%	4.3%	
COMM	FEMALE	242	14	- 94.2%
	MALE	788	95	- 87.9%
	TOTAL	1,030	109	- 89.4%
	FEMALE SHARE	23.5%	12.8%	
SUPPORT/LOG	FEMALE	554	22	- 96.0%
	MALE	849	65	- 92.3%
	TOTAL	1,403	87	- 93.8%
	FEMALE SHARE	39.5%	25.3%	
MED/DENT	FEMALE	86	2	- 97.7%
	MALE	82	3	- 96.3%
	TOTAL	168	5	- 97.0%
	FEMALE SHARE	51.2%	40.0%	

15. **Occupational Distribution** With the decrease in enrolment over the period since 1989 and the emphasis being placed on the operational component of the CF, there has been a shift in the occupational distribution of those being enrolled. As shown in Table X, the occupational distributions for both female and male enrollees have changed, with larger proportions being enrolled into the operational MOC groups. In contrast, enrolments into the engineering and support type of MOC groups have sharply declined and accounted for only 20% of female NCM enrolment and 11% of male NCM enrolment in 1996, as compared to 80% and 36% respectively in 1989.

Table X: Occupational Distribution for Regular Force NCM Enrolment

	FEMALE NCMS		MALE NCMS	
MOC GROUP	1989	1996	1989	1996
COMBAT ARMS	4.8%	13.1%	41.9%	55.0%
SEA OPS/TECH	7.9%	48.8%	16.4%	26.1%
AIR OPS/TECH	6.9%	17.4%	5.8%	7.7%
EME	2.0%	1.9%	5.3%	2.6%
MIL ENGR	0.3%	0.9%	0.6%	1.9%
COMM	21.5%	6.6%	13.8%	3.9%
SUPPORT/LOG	49.1%	10.3%	14.8%	2.7%
MED/DENT	7.6%	0.9%	1.4%	0.1%

16. **Monitored NCM MOCs** There are 23 monitored Regular Force NCM MOCs consisting of operational and some technical MOCs . (Each of the monitored NCM MOCs are identified in Annex A.) As shown in Figure 7 and summarized in Table XI, the total number of NCMs being enrolled into the monitored MOCs has fluctuated over the period since 1989. The female share of enrolment has subsequently fluctuated as well, although it has generally remained low (less than 5%). Consequently, it is not surprising that female

representation in the monitored NCM MOCs has yet to show substantial progress, only increasing from 0.8% to 2.0% over the period (Reference 1).

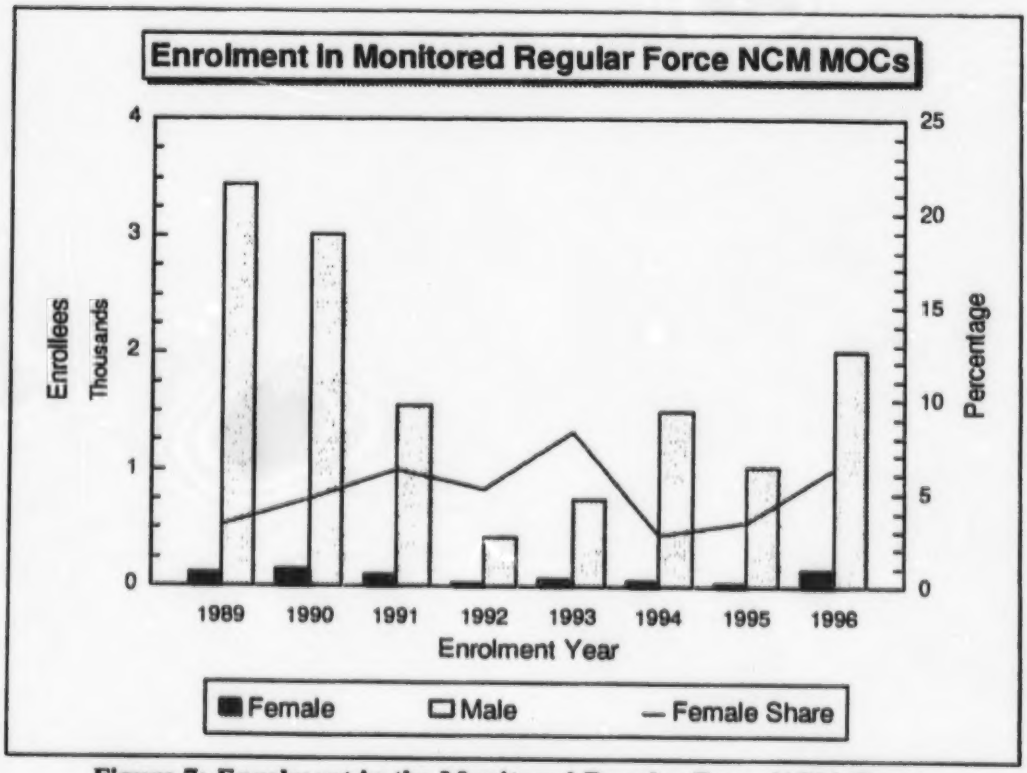


Figure 7: Enrolment in the Monitored Regular Force NCM Group

Table XI: Summary of Monitored Regular Force NCM Enrolment

	1989	1996	% CHANGE
FEMALE	116	137	+18.1%
MALE	3,448	2,029	- 41.2%
TOTAL	3,564	2,166	- 39.2%
FEMALE SHARE	3.3%	6.3%	

SUMMARY

17. With the downsizing efforts of the Regular Force, current enrolment is well below 1989 levels although it is now higher than it was in the early 1990's. For the officer component, women have not generally experienced the same magnitude of reduction in enrolment as men, and consequently the female share of officer enrolment has continued to climb. On the other hand, there has been a greater reduction in the number of women being enrolled as NCMs than men, and hence the female share of NCM enrolment has fallen below 1989 levels. Since the only way to increase the total number of women in the Regular Force is through recruitment, the trends observed for NCMs raise some concerns and should be monitored closely. These findings also hold true for the MOCs monitored by the CHRC. Requests for increased recruitment of women have been initiated by Maritime Command, Land Forces Command and Air Command, but it is too early yet to examine the impact of such actions.

REFERENCE

ORD Project Report 9703, "Female Participation in the Regular Force of the Canadian Forces (1989 - 1997)", by L. Tanner, April 1997

Annex A
Research Note 9702
June 1997

OCCUPATIONAL GROUPS IN THE CANADIAN FORCES

Background

1. In the gender analyses of the Canadian Forces (CF), the individual military occupations (MOCs) for Regular Force officers and non-commissioned members (NCMs) have been divided 12 groups - four for the officer MOCs and eight for the NCM MOCs. The groups are listed below with their respective MOCs. In addition, selected MOCs are annotated as being "monitored". As part of the Canadian Human Rights Commission (CHRC) audit process regarding gender integration in the CF, female participation in specific MOCs has been tracked. The majority of these MOCs were to be part of the Combat Related Employment of Women (CREW) Trials in the late 1980's because they had been previously closed to women. However, these trials were cancelled by the Canadian Human Rights Tribunal in 1989 when all MOCs, with the exception of submarine service, were opened to women. Subsequently, the progress of women in these MOCs has been monitored by the CHRC as the CF moves toward the target of full gender integration by 1999.

Officers

2. In the gender analyses of the CF, four MOC groups have been used for Regular Force officers:

a. the Operational MOC group which includes:
   i. Armoured (ARMD) - MOC 21 (monitored),
   ii. Artillery (ARTY) - MOC 22 (monitored),
   iii. Infantry (INF) - MOC 23 (monitored),

iv. Air Navigator (ANAV) - MOC 31 (monitored),

v. Pilot (PLT) - MOC 32 (monitored),

vi. Air Traffic Control (ATC) - MOC 63,

vii. Air Weapons Control (AWC) - MOC 64,

viii. Flight Engineer (FLE) - MOC 65, and

ix. Maritime Surface and Sub-Surface (MARS) - MOC 71 (monitored);

b. the Engineer MOC group which includes:

i. Engineering (ENG) - MOC 24 (monitored),

ii. Aerospace Engineering (AERE) - MOC 41,

iii. Communications and Electronic Engineering (CELE) - MOC 42,

iv. Electrical and Mechanical Engineering (EME) - MOC 43,

v. Maritime Engineering (MARE) - MOC 44 (monitored),

vi. Military Engineering (MILE) - MOC 45 (monitored), and

vii. Airfield Engineering (AF ENGR) - MOC 46 (monitored);

c. the Medical/Dental MOC group which includes:

i. Health Care Administrator (HCA) - MOC 48,

ii. Physiotherapist (PHYSIO) - MOC 49,

iii. Dental (DENT) - MOC 51,

iv. Dental Associate Officer (DAO) - MOC 52,

v. Pharmacist (PHARM) - MOC 54,

vi. Medical (MED) - MOC 55,

vii. Medical Associate Officer (MAO) - MOC 56,

viii. Nursing (NURS) - MOC 57, and

ix. Social Worker (SOCW) - MOC 58; and

d. the Support MOC group which includes:

i. Physical Education and Recreation (PE&R) - MOC 53,

ii. Pastoral Associate (Roman Catholic) (PA(RC)) - MOC 59,

iii. Chaplain (Protestant) (CHAP(P)) - MOC 61,

iv. Chaplain (Roman Catholic) (CHAP(RC)) - MOC 62,

v. Public Affairs (PAFF) - MOC 66,

vi. Legal (LEG) - MOC 67,

vii. Personnel Administration (PADM) - MOC 68,

viii. Logistics (LOG) - MOC 69,

ix. Personnel Selection (PSEL) - MOC 72,

x. Training Development (TDEV) - MOC 74,

xi. Music (MUSC) - MOC 75,

xii. Postal (POST) - MOC 76,

xiii. Security (SECUR) - MOC 81, and

xiv. Intelligence (INT) - MOC 82.

NCMs

3. In addition to the four MOC groups used for officers, eight MOC groups have been used for Regular Force NCMs. These groups are based roughly on the groupings used in the Projected Status Report (PSR), promulgated by the Directorate of Establishment and Personnel Requirements (DEPR):

a. the Combat Arms MOC group which includes:

i. Crewman (CRMN) - MOC 011 (monitored),

ii. Artilleryman Field (ARTYMN FD) - MOC 021 (monitored),

iii. Artilleryman Air Defence (ARTYMN AD) - MOC 022 (monitored),

iv. Infantryman (INFMN) - MOC 031 (monitored),

v. Field Engineer (FD ENGR) - MOC 041 (monitored), and

vi. Field Engineer Equipment Operator (FEE OP) - MOC 042;

b. the Sea Operational/Technical MOC group which includes:

i. Naval Weapons Technician (NW TECH) - MOC 065 (monitored),

ii. Boatswain (BOSN) - MOC 181 (monitored),

iii. Oceanographic Operator (OCEAN OP) - MOC 191,

iv. Naval Signalman (NAV SIG) - MOC 262 (monitored),

v. Naval Acoustics Operator (NAC OP) - MOC 273 (monitored),

vi. Naval Radio Operator (NRAD OP) - MOC 274 (monitored),

vii. Naval Combat Information Operator (NCI OP) - MOC 275 (monitored),

viii. Naval Electronic Sensor Operator (NES OP) - MOC 276 (monitored),

ix. Naval Electronic Technician (Acoustics) (NE TECH A) - MOC 283 (monitored),

x. Naval Electronic Technician (Communications) (NE TECH C) - MOC 284 (monitored),

xi. Naval Electronic Technician (Tactician) (NE TECH T) - MOC 285 (monitored),

xii. Naval Electronic Technician (Systems) (NE TECH S) - MOC 286,

xiii. Marine Engineer Mechanic (MAR ENG MECH) - MOC 312 (monitored),

xiv. Marine Engineer Technician (MAR ENG TECH) - MOC 313 (monitored),

xv. Marine Engineer Artificer (MAR ENG ART) - MOC 314,

xvi. Hull Technician (HULL TECH) - MOC 321 (monitored),

xvii. Electrical Technician (ELEC TECH) - MOC 331,

xviii. Marine Electrician (MAR EL) - MOC 332 (monitored),

xix. Clearance Diver (CL DIV) - MOC 341, and

xx. Clearance Diver Technician (CL DIV TECH) - MOC 342;

c. the Air Operational/Technical MOC group which includes:

i. Airborne Electronic Sensor Operator (AES OP) - MOC 081 (monitored),

ii. Flight Engineer (FLT ENGR) - MOC 091 (monitored),

iii. Meteorological Technician (MET TECH) - MOC 121,

iv. Search and Rescue Technician (SAR TECH) - MOC 131,

v. Air Traffic Controller (AIR T CON) - MOC 161,

vi. Air Defence Technician (AD TECH) - MOC 171,

vii. Aero-Engine Technician (AE TECH) - MOC 511,

viii. Airframe Technician (AF TECH) - MOC 512,

ix. Aviation Technician (AVN TECH) - MOC 513,

x. Aviation Technician (AVN TECH) - MOC 514,

xi. Integral Systems Technician (IS TECH) - MOC 521,

xii. Communications and Radar Systems Technician (CRS TECH) - MOC 524,

xiii. Avionics Technician (AVS TECH) - MOC 525,

xiv. Avionics Technician (AVS TECH) - MOC 526,

xv. Safety Systems Technician (SS TECH) - MOC 531,

xvi. Photographic Technician (PHT TECH) - MOC 541,

xvii. Instrument Electrical Technician (IE TECH) - MOC 551,

xviii. Metals Technician (MTL TECH) - MOC 561,

xix. Machinist (MACH) - MOC 562,

xx. Refinisher Technician (REF TECH) - MOC 563,

xxi. Aircraft Structures Technician (ACS TECH) - MOC 565,

xxii. Weapons Technician (Air) (W TECH A) - MOC 571, and

xxiii. Air Weapons Technician (AWS TECH) - MOC 572;

d. the Electrical and Mechanical Engineering MOC group which includes:

i. Vehicle Technician (VEH TECH) - MOC 411,

ii. Weapons Technician (W TECH L) - MOC 421,

iii. Electro-Mechanical Technician (EL M TECH) - MOC 431,

iv. Fire Control Technician (Electronic) (FCT (ELEC)) - MOC 432,

v. Fire Control Technician (Optronic) (FCT(OPT)) - MOC 433,

vi. Fire Control System Technician (Land) (FCS TECH) - MOC 435, and

vii. Materials Technician (MAT TECH) - MOC 441;

e. the Military Engineers MOC group which includes:

i. Topographical Surveyor (TOPO SVYR) - MOC 141,

ii. Map Reproduction Technician (MAP REPRO TECH) - MOC 151,

iii. Construction Engineering Technician (CE TECH) - MOC 611,

iv. Structures Technician (STR TECH) - MOC 612,

v. Plumber Gas Fitter (PG FTR) - MOC 613,

vi. Electrician (ELECTN) - MOC 614,

vii. Construction and Maintenance Technician (CM TECH) - MOC 615,

viii. Refrigeration and Mechanical Technician (RM TECH) - MOC 621,

ix. Electrical Generating Systems Technician (EGS TECH) - MOC 622,

x. Stationary Engineer (STAT ENGR) - MOC 623,

xi. Water Sanitation and POL Technician (WSP TECH) - MOC 624,

xii. Mechanical Systems Technician (MS TECH) - MOC 625,

xiii. Construction Engineering Procedures Technician (CEP TECH) - MOC 631, and

xiv. Firefighter (FIREFTR) - MOC 651;

f. the Communications MOC group which includes:

i. Lineman (LMN) - MOC 052 (monitored),

ii. Radio Operator (RAD OP) - MOC 211 (monitored),

iii. Teletype Operator (TEL OP) - MOC 212,

iv. Radio Technician (RAD TECH) - MOC 221,

v. Terminal Equipment Technician (TE TECH) - MOC 222,

vi. Teletype and Cypher Technician (TEL TECH) - MOC 223,

vii. Communications Technician (COMM TECH) - MOC 224,

viii. Strategic Information System Technician (SIS TECH) - MOC 225,

ix. Aerospace Telecommunication & Information System Technician (ATIS TECH) - MOC 226,

x. Land Communication Information System (LCIS TECH) - MOC 227,

xi. Radar Technician (RDR TECH) - MOC 231,

xii. Communications Research (COMM RSCH) - MOC 291, and

xiii. Performance Oriented Electronic Training (POET) - MOC 490;

g. the Support/Logistics MOC group which includes:

i. Intelligence Operator (INT OP) - MOC 111,

ii. Military Police (MP) - MOC 811,

iii. Administrative Clerk (ADMIN CLK) - MOC 831,

iv. Finance Clerk (FIN CLK) - MOC 841,

v. Physical Education and Recreation Instructor (PERI) - MOC 851,

vi. Cook (COOK) - MOC 861,

vii. Steward (STWD) - MOC 862,

viii. Musician (MUSCN) - MOC 871,

ix. Postal Clerk (POST CLK) - MOC 881,

x. Supply Technician (SUP TECH) - MOC 911,

xi. Ammunition Technician (AMMO TECH) - MOC 921,

xii. Traffic Technician (TFC TECH) - MOC 933, and

xiii. Mobile Support Equipment Operator (MSE OP) - MOC 935; and

h. the Medical/Dental MOC group which includes:

i. Medical Assistant (MED A) - MOC 711,

ii. Operating Room Assistant (OP RM A) - MOC 713,

iii. Medical Laboratory Technician (MLAB TECH) - MOC 714,

iv. X-Ray Technician (X TECH) - MOC 715,

v. Preventive Medical Technician (PMED TECH) - MOC 716,

vi. Aero-Medical Technician (AERO MED TECH) - MOC 717,

vii. Dental Clinic Assistant (DENT CL A) - MOC 722,

viii. Dental Laboratory Technician (DLAB TECH) - MOC 723,

ix. Dental Equipment Technician (DE TECH) - MOC 724, and

x. Dental Hygienist (DENT HYGST) - MOC 725.

FEMALE ENROLMENT IN INDIVIDUAL OCCUPATIONS

1. Female enrolment, as defined by the number of women enrolled and their representative percentage (i.e. the female share of enrolment), for each individual military occupation (MOC) is summarized in the following tables for officers (Table BI) and non-commissioned members (NCMs) (Table BII). (A "N/A" indicates that the MOC was closed for recruitment.) These results are based on enrolment into the Regular Force in 1989 and 1996 for comparison purposes. The female representation levels as of the 1st of January of 1989 and 1996, based on the total strength of each of the individual MOCs, are also provided for discussion purposes. Since the only way to increase the total number of women in the Regular Force is through recruitment, trends in enrolment should be monitored closely. As long as attrition is not significantly higher for women, female representation should increase if the female share of enrolment is greater than female representation levels.

Table BI: Female Enrolment in Regular Force Officer MOCs

	1989			1996		
MOC	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION
21-ARMD (M)	0	0.0%	0.2%	0	0.0%	1.3%
22-ARTY (M)	2	3.2%	0.3%	1	10.0%	3.8%
23-INF (M)	3	3.2%	0.3%	1	3.2%	1.3%
24-ENGR (M)	N/A	N/A	N/A	2	10.5%	0.0%
31-ANAV (M)	12	13.0%	2.3%	4	21.1%	6.1%
32-PLT (M)	9	3.1%	1.5%	9	13.9%	1.9%
41-AERE	9	17.0%	6.8%	6	37.5%	9.8%
42-CELE	9	12.2%	6.8%	1	14.3%	9.5%
43-EME	3	5.1%	6.0%	N/A	N/A	6.1%
44-MARE (M)	13	19.4%	1.8%	11	28.2%	4.5%
45-MILE (M)	3	10.3%	5.3%	0	0.0%	6.4%
46-AF ENGR (M)	N/A	N/A	N/A	N/A	N/A	N/A
48-HCA	N/A	N/A	N/A	N/A	N/A	7.4%
49-PHYSIO	N/A	N/A	N/A	0	0.0%	48.6%
51-DENT	6	33.3%	13.8%	0	0.0%	19.8%
52-DAO	N/A	N/A	11.8%	N/A	N/A	37.5%
53-PE&R	N/A	N/A	16.7%	N/A	N/A	27.7%
54-PHARM	7	50.0%	55.4%	N/A	N/A	56.1%
55-MED	9	16.4%	20.6%	5	62..5%	18.0%
56-MAO	4	66.7%	17.7%	N/A	N/A	25.7%
57-NURS	36	92.3%	88.6%	13	72.2%	82.0%
58-SOCW	3	50.0%	23.8%	N/A	N/A	34.2%
59-PA(RC)	0	0.0%	18.2%	0	0.0%	17.7%
61-CHAP(P)	1	16.7%	3.9%	1	14.3%	5.9%
62-CHAP(RC)	N/A	N/A	N/A	N/A	N/A	N/A
63-ATC	19	43.2%	15.8%	N/A	N/A	15.5%
64-AWC	6	21.4%	12.9%	N/A	N/A	8.5%
65-FLE	N/A	N/A	0.0%	N/A	N/A	0.0%
66-PAFF	1	50.0%	12.5%	N/A	N/A	19.0%
67-LEG	1	14.3%	12.3%	N/A	N/A	11.3%
68-PADM	5	50.0%	24.0%	N/A	N/A	30.5%
69-LOG	51	44.4%	19.6%	N/A	N/A	25.3%

(M denotes "monitored" MOC.)

Table B1: Female Enrolment in Regular Force Officer MOCs (Cont.)

	1989			1996		
MOC	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION
71-MARS (M)	10	6.5%	1.4%	22	36.1%	7.9%
72-PSEL	2	100.0%	19.5%	N/A	N/A	33.3%
74-TRG DEV	2	66.7%	9.2%	N/A	N/A	13.7%
75-MUSC	N/A	N/A	0.0%	N/A	N/A	0.0%
76-POST	N/A	N/A	0.0%	N/A	N/A	10.0%
81-SECUR	5	33.3%	8.9%	N/A	N/A	12.6%
82-INT	N/A	N/A	6.5%	0	0.0%	6.8%
TOTAL	279	17.1%	9.3%	93	22.9%	11.2%

(M denotes "monitored" MOC.)

Table BII: Female Enrolment in Regular Force NCM MOCs

	1989			1996		
MOC	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION
011-CRMN (M)	3	0.9%	0.0%	5	2.5%	0.4%
021-ARTYMN	19	4.9%	0.6%	7	4.1%	1.1%
022-ARTYMN	5	3.1%	0.0%	3	6.8%	1.9%
031-INFMN (M)	22	1.6%	0.5%	9	1.1%	0.2%
041-FD ENGR	5	2.7%	0.0%	4	3.1%	1.2%
042-FEE OP	N/A	N/A	0.0%	N/A	N/A	0.0%
052-LMN (M)	1	3.5%	0.8%	0	0.0%	0.6%
065-NW TECH	0	0.0%	0.4%	3	8.1%	0.9%
081-AES OP (M)	0	0.0%	0.0%	0	0.0%	1.8%
091-FLT ENGR	N/A	N/A	1.0%	0	0.0%	2.7%
111-INT OP	N/A	N/A	0.4%	N/A	N/A	2.2%
121-MET TECH	5	26.3%	5.5%	N/A	N/A	3.0%
131-SAR TECH	N/A	N/A	0.0%	N/A	N/A	0.0%
141-TOPO SVYR	1	100.0%	1.5%	N/A	N/A	4.0%
151-MAP REPRO	N/A	N/A	0.0%	N/A	N/A	2.6%
161-AIR T CON	13	46.4%	19.1%	N/A	N/A	22.1%
171-AD TECH	22	57.9%	15.3%	7	31.8%	18.3%
181-BOSN (M)	0	0.0%	0.5%	9	12.2%	1.2%
191-OCEAN OP	47	54.7%	73.3%	7	50.0%	60.0%
211-RAD OP (M)	19	11.7%	2.9%	12	17.4%	3.4%
212-TEL OP	33	62.3%	37.9%	N/A	N/A	38.0%
221-RAD TECH	0	0.0%	10.6%	N/A	N/A	10.6%
222-TE TECH	0	0.0%	9.3%	N/A	N/A	9.8%
223-TEL TECH	N/A	N/A	10.7%	N/A	N/A	7.5%
224-COMM	N/A	N/A	0.3%	N/A	N/A	2.6%
225-SIS TECH	N/A	N/A	N/A	N/A	N/A	N/A
226-ATIS TECH	N/A	N/A	N/A	0	0.0%	N/A
227-LCIS TECH	N/A	N/A	N/A	N/A	N/A	N/A
231-RDR TECH	N/A	N/A	4.3%	N/A	N/A	2.9%
262-NAV SIG	9	13.9%	1.4%	18	16.5%	6.5%
273-NAC OP (M)	4	9.5%	1.1%	17	24.3%	3.6%
274-NRAD OP	10	13.7%	1.4%	11	14.1%	7.2%
275-NCI OP (M)	5	7.6%	1.7%	22	24.4%	4.6%

(M denotes "monitored" MOC.)

Table BII: Female Enrolment in Regular Force NCM MOCs (Cont.)

	1989			1996		
MOC	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION
284-NE TECH C	2	5.9%	1.3%	0	0.0%	1.1%
285-NE TECH T	0	0.0%	1.2%	0	0.0%	3.1%
286-NE TECH S	N/A	N/A	0.0%	N/A	N/A	0.0%
291-COMM	117	57.4%	12.5%	1	20.0%	18.5%
312-MAR ENG	7	2.4%	0.6%	5	4.6%	2.0%
313-MAR ENG	N/A	N/A	0.0%	N/A	N/A	0.5%
314-MAR ENG	N/A	N/A	0.0%	N/A	N/A	0.0%
321-HULL TECH	0	0.0%	0.7%	1	3.3%	1.0%
331-E TECH	0	0.0%	0.0%	N/A	N/A	0.3%
332-MAR EL (M)	5	6.2%	1.4%	2	6.9%	2.0%
341-CL DIV	N/A	N/A	0.0%	N/A	N/A	0.0%
342-CL DIV	N/A	N/A	0.0%	N/A	N/A	0.0%
411-VEH TECH	9	3.7%	2.6%	1	3.5%	2.1%
421-W TECH L	9	15.8%	1.8%	0	0.0%	1.5%
431-EL M TECH	N/A	N/A	0.8%	3	10.7%	0.0%
432-FCT ELEC	N/A	N/A	2.6%	N/A	N/A	3.1%
433-FCT OPTR	N/A	N/A	4.6%	N/A	N/A	5.2%
435-FCS TECH L	N/A	N/A	1.1%	N/A	N/A	3.1%
441-MAT TECH	4	14.3%	0.0%	0	0.0%	0.4%
490-POET	72	12.4%	8.8%	1	12.5%	0.0%
511-AE TECH	6	5.8%	5.6%	0	0.0%	5.8%
512-AF TECH	17	12.6%	9.3%	6	60.0%	8.1%
513-AVN TECH	N/A	N/A	0.0%	N/A	N/A	1.0%
514-AVN TECH	N/A	N/A	N/A	11	11.6%	9.7%
521-IS TECH	0	0.0%	10.6%	0	0.0%	10.3%
524-CRS TECH	0	0.0%	8.9%	N/A	N/A	9.9%
525-AVS TECH	N/A	N/A	0.0%	N/A	N/A	2.4%
526-AVS TECH	N/A	N/A	N/A	3	7.9%	3.7%
531-SS TECH	6	31.6%	13.0%	N/A	N/A	13.5%
541-PHT TECH	2	25.0%	21.1%	N/A	N/A	20.2%
551-IE TECH	0	0.0%	8.3%	0	0.0%	8.3%
561-MTL TECH	4	19.1%	3.5%	N/A	N/A	3.2%
562-MACH	N/A	N/A	2.3%	N/A	N/A	1.3%
563-REF TECH	2	22.2%	0.5%	N/A	N/A	1.3%
571-W TECH A	0	0.0%	N/A	1	100.0%	N/A

(M denotes "monitored" MOC.)

Table BII: Female Enrolment in Regular Force NCM MOCs (Cont.)

	1989			1996		
MOC	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION	NUMBER ENROLLED	FEMALE SHARE	FEMALE REPRESENTATION
572-AWS TECH	N/A	N/A	9.2%	N/A	N/A	9.5%
611-CE TECH	N/A	N/A	1.1%	N/A	N/A	0.0%
612-STR TECH	N/A	N/A	0.0%	0	0.0%	0.0%
613-PG FTR	N/A	N/A	0.7%	0	0.0%	0.0%
614-ELECTN	N/A	N/A	1.3%	0	0.0%	0.8%
615-CM TECH	N/A	N/A	0.0%	N/A	N/A	0.0%
621-RM TECH	0	0.0%	1.5%	N/A	N/A	1.3%
622-EGS TECH	0	0.0%	1.8%	0	0.0%	0.8%
623-STAT ENG	0	0.0%	2.3%	N/A	N/A	1.9%
624-WSP TECH	0	0.0%	3.3%	2	28.6%	2.6%
625-MS TECH	N/A	N/A	0.0%	N/A	N/A	1.5%
631-CEP TECH	N/A	N/A	19.8%	N/A	N/A	24.7%
651-FIREFTR	2	7.1%	0.5%	0	0.0%	0.5%
711-MED A	66	46.2%	20.4%	2	40.0%	25.8%
713-OP RM A	N/A	N/A	10.3%	N/A	N/A	19.4%
714-MLAB TECH	4	80.0%	22.2%	N/A	N/A	36.7%
715-X TECH	N/A	N/A	23.8%	N/A	N/A	26.9%
716-PMED TECH	N/A	N/A	2.3%	N/A	N/A	8.1%
717-AERO MED	N/A	N/A	0.0%	N/A	N/A	0.0%
722-DENT CL A	14	77.8%	51.1%	N/A	N/A	50.8%
723-DLAB TECH	N/A	N/A	14.9%	N/A	N/A	7.7%
724-DE TECH	N/A	N/A	14.3%	N/A	N/A	20.0%
725-DENT	1	100.0%	75.8%	N/A	N/A	76.6%
811-MP	27	20.5%	11.4%	1	16.7%	10.1%
831-ADMIN CLK	179	63.9%	37.0%	1	25.0%	42.7%
841-FIN CLK	57	64.8%	32.2%	N/A	N/A	37.8%
851-PERI	N/A	N/A	7.3%	N/A	N/A	5.6%
861-COOK	74	30.3%	10.8%	2	13.3%	12.1%
862-STWD	30	35.7%	4.9%	0	0.0%	8.7%
871-MUSCN	8	34.8%	12.8%	2	50.0%	14.8%
881-POST CLK	2	50.0%	7.2%	5	55.6%	10.1%
911-SUP TECH	110	42.2%	27.1%	3	60.0%	26.9%
921-AMMO	4	17.4%	8.6%	N/A	N/A	8.0%
933-TFC TECH	22	32.8%	15.1%	2	66.7%	16.5%
935-MSE OP	41	20.8%	13.2%	6	16.2%	11.9%
TOTAL	1,129	16.5%	10.0%	213	8.1%	10.8%

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This research note provides a brief synopsis of the trends in Regular Force enrolment since 1989 when a Canadian Human Rights Tribunal ordered the Canadian Forces (CF) to remove all restrictions on the employment of women. Downsizing efforts since the early 1990`s have had a significant impact on enrolment patterns for women as well as men, both on the numbers enrolled and the type of occupations open for recruitment. Since the only way to increase the total number of women in the Regular Force is through recruitment, trends in enrolment should be monitored closely. This work will be used as part of a more comprehensive gender analysis of the recruitment system.

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